

**WMAL - APWU**  
**Grand Rapids Installation**  
**LABOR - MANAGEMENT MEETING**  
**July 13, 2005**  
**9:00 AM**

**RECEIVED**

AUG 2 2005

**POSTMASTER**  
**GRAND RAPIDS, MI**

**MANAGEMENT:** Gerald Kubick, Senior Plant Manager, Greg Chanski, Plant Manager, Fred Quillin (MDO), Bobby Walker (MDO), Pam Bronson (MDO), Darlene Brenner (MDO), Alice Harding, Phil Roth, Dennis Cremeans (labor), and Mark Maciejewski.

**APWU:** Jennifer Amos President, Amy Marcus Vice-President, Dan Quillin Clerk Craft Director, Jim Myszka Maintenance Craft Director, Scott Larabel MVS Director, and MVS steward Mike Hill.

**Old Business**

1. **The union requests that management post a duty assignment(s) at the P-2/T-1 for a Nixie Clerk. Darlene Brenner stated she would monitor and report. Update. The union is still taking the position that a duty assignment be posted.**

Darlene stated that there is not enough work available to justify a duty assignment.

2. **The Plant Step two decisions not given to the stewards in a timely manner. The union would like quicker responses without having to file additional grievances.**

Dennis stated that he would be caught up by Friday, July 15<sup>th</sup>. Jerry asked for commitment from the managers and the union to try to settle grievances at the lowest level.

3. **Still having problems with the kiosk machines at the P-1 as well as the MPO. Employees are expressing numerous concerns.**

Greg stated that there was an issue with keys to the kiosk. He recently received new keys from Lansing. Greg further stated that the general clerks would be handling the day-to-day needs (i.e. changing paper) on the kiosk. If there are any additional problems, contact him.

4. **Kay Kristen at the AMF is still settling step one grievances with the employees without informing the union of the settlement.**

Greg will instruct Rich Golladay to handle.

**New Business**

1. **Rumors of management removing the FSM 1000 and replacing it with a FSM 100. The union would like to know if this is management's intent.**

Jerry stated that management is looking into fitting another FSM 100 @ the P-1 with auto induct. There is a possibility of a FSM 1000 being removed but nothing is set in stone yet. Jerry stated he would let Jennifer know as soon as he knows anything else.

**2. QWL is posting fliers asking for information on handicap permits and designating more spaces for handicapped parking. The APWU should be involved in this.**

Darlene stated that they were doing research to establish if there is enough handicapped parking. Greg stated that the APWU would be involved in any parking issues. Both parties agreed that P-1 should have parking reps and will meet to discuss.

**3. This union would like to see management implement a program to protect the hearing impaired in case of an emergency or injury.**

Jerry stated that he would get in contact with HR and will update the union with possibilities.

**4. There have been problems at the P-1 with management's lack of training and knowledge as to handling hazmat situations.**

Greg asked Darlene to post a list of qualified hazmat employees and publicize through postings and safety service talks the procedures when a issue with hazmat occurs.

Mark stated that there is a posting and a hazmat representative at each station.

**5. What is the status on the hiring of career clerk employees for the plant and customer service since we have lost so many to the mail handler craft and retirement? This concern is of utmost importance. The clerk craft is struggling with a great deal of overtime, which is resulting in undo stress on the employees. Non-listers are forced to work overtime weekly. Is management hiring TE's in lieu of career employees for the automation sections at the MPO?**

Jerry stated that the plant just received approval to hire 15 clerks. Greg stated that mgmt is utilizing the TE's where needed since they are all no longer needed on the SPBS. Amy questioned why Customer Service was holding the PTF's that recently became Full time regulars and hold duty assignments on T-1 in automation. Jerry was unaware that's what was happening and stated he will talk to Nancy about moving those employees where they hold a duty assignments.

**6. Is there a blanket policy that everyone must take a lunch regardless of any reason an employee may have to requesting a "no lunch"? Each request should be considered on its own merit, no a blanket policy.**

Jerry stated it is not a blanket policy and management will take employees requests into consideration. Employees must submit a 3971 when requesting a "no lunch".

**7. Parking issues when T-3 arrives to park in the basement. There are numerous empty back parking spots blocked by a car in the front spots.**  
This will be referred to the parking committee for them to address.

**8. The union would like customer Service to be involved in the job summits.**  
Mark stated he would speak with Anita Gleason and get back with the union.

**9. Schedule changes at the AMF are regularly granted without a steward's signature.**  
Greg stated he will address with Golladay and have the issue resolved.

**10. This union would like to see additional fans on the workroom floor in automation at the MPO.**  
Fred stated he was discussing the issue with Pam and will further look into it. He will follow up with the union on the progress.

**11. Management decided recently to enforce the "dress code" policy and send employees home at the MPO. This is a big issue since management had not enforced it all year. Some tours have not had the service talk and had been allowed to wear questionable attire. There are supervisors that are also in violation of management's own dress code and they were never sent home. Does this policy apply only to the bargaining unit and only to certain employees?** Amy discussed the issue of not applying the rule to everyone. She further stated that management on T-3 at the MPO sent employees home and told them they would be paid to go home and come back. This was not offered to employees on T-1. Fred stated he was unaware that anyone was paid to go home and that should not have happened. Amy stated it did happen and the employees on T-1 should have had the same opportunity. Greg stated to the managers that they should all have given the safety talks about the dress code and if not than they must give it. Amy further expressed concerns as to the rule applying to all and not just certain tours, employees or sections. Greg than stated that the rule is to apply to all. Fred stated that supervisors are to adhere to the policy as well.

**12. Staffing issues at the Northwest station. Management made an agreement with this union to replace two PTR jobs that were reverted with one, possible two PTF's. This has not been done yet and that station is short staffed.**

Management is looking into possibly one full time position. A meeting with me set up with Jennifer Amos, Barb Tubbs, Northwest station manager, and Mark Maciejewski.

**13. P-1 not flying flag at half-staff when the main office is. Can management at the main plant communicate with the P-1 on this issue?**  
Greg stated that he would get the information to the P-1.

**14. It is policy that 204b's submit their prime time vacation selections with the bargaining unit employees in their own section-in accordance with the LMOU. However, MDO's are allowing them to have time off that was closed to senior bargaining unit employees. This is causing problems amongst employees that were denied because the week(s) were maxed out.**

Amy stated the language in the LMOU is clear and it is improper for management to allow this. Jerry is very adamant about management not doing this. He clearly stated that vacation selections will be done with the bargaining unit and he does not want to see this happen again.

**15. MDO's granting 204b's time off on the holiday schedule when senior employees are being forced in to work. MDO's also granting 204b's last minute scheduled days off when again senior employees are forced to work.**

Jerry stated this is also improper; he instructed his managers to be fair and stated that seniority does mean something. Jerry further stated if they are not needed as a 204b and are junior to employees being forced than they should step down to craft to work.

**16. The 044 cases have no hold out for "493" "494", or "495". The employees are forced to triple handle the same mail.**

Jerry stated he would address this with Alan Snyder. Pam and Fred stated that they were already looking into this.

**17. The union has had many employees address the issue of broken bread carts/trays. Most recently, T-1 automation threatened the employees with discipline if they do not act in a safe manner. This union wants routine bread cart repairs done to prevent the employees from being injured and according to management, discipline.**

All the parties agreed this is a good idea. Greg stated he will speak with Bill (maintenance mgr) about getting a regular route for this. Greg will follow up at the next meeting.

Sincerely,

Amy Marcus  
Executive Vice President WMAL/APWU